

5/09/08: Description of formula for conversion of former single-role personnel to firefighter pay schedule under unification plan:

Current salary from District of Columbia CS/X10 or MS Salary Schedule is added to most recent three year average of actual individual night differential and Sunday premium earnings to create final base pay figure. The employee is then moved onto appropriate grade (see attached table) of firefighter pay schedule—on the service longevity line associated with their length of service—at the closest step that causes no loss in base pay from the final base pay calculation.

There will be a 4% minimum salary adjustment for all converted employees. If the step selected does not result in at least a 4% increase in total pay from the final base pay figure, then the next highest step would be selected.

Example 1: Paramedic X has 24 years of service and his current base salary is CS 9, Step 8: \$57,659. His three year average of actual earnings for night differential and Sunday premium is \$5,392. His final base pay figure is \$63,051. The closest step on the Grade 1 b schedule, 20 year longevity line that causes no loss in base pay is Step 6: \$64,327. This is 2% more than his final base pay figure of \$63,051, therefore he moves to the next step (Step 7), which is \$67,737, in order to meet the minimum 4% salary adjustment requirement.

Salary Before: \$57,659 (\$63,051 with Sunday Premium and Night Differential added)
Salary After: \$67,737 (7.4% salary adjustment)

Example 2: EMT Y has 9 years of service and his current base salary is CS 7, Step 7: \$46,336. His three year average of actual earnings for night differential and Sunday premium is \$1,929. His final base pay figure is \$48,265. The closest step on the Grade 1 schedule, (no longevity) line that causes no loss in base pay is Step 4: \$50,060. This is 3.7% more than his final base pay figure of \$48,265, therefore he moves to the next step (Step 5), which is \$53,162, in order to meet the minimum 4% salary adjustment requirement.

Salary Before: \$46,336 (\$48,265 with Sunday Premium and Night Differential added)
Salary After: \$53,162 (10.1% salary adjustment)

Summary:

Median Salary Adjustment	Min % Salary Adjustment	Max. % Salary Adjustment
6.4% (\$3,700)	4% (\$1,600)	12% (\$11,000)

Attachment: Grade conversion table for all options:

Current position	Grade/Class CS or MSS Schedule	Moves to	New Grade/Class in Fire Service Pay Schedule	If able to complete firefighter certification	New Grade/Class
Single-role EMT	CS X10 Grade 07	Firefighter Candidate/EMS Specialist-Basic	Class 01 - Private	Firefighter/EMT	Class 01 - Private
Single-role EMT-I or Basic Paramedic	CS X10 Grade 08	Firefighter Candidate/EMS Specialist-Paramedic	Class 01b – Firefighter/Technician	Firefighter/Paramedic	Class 01 c – Firefighter/Paramedic
Single-role EMT-P	CS X10 Grade 09	Firefighter Candidate/EMS Specialist-Paramedic	Class 01b – Firefighter/Technician	Firefighter/Paramedic	Class 01 c – Firefighter/Paramedic
Single-role Sergeant (Preceptor or Instructor)	CS X10 Grade 10	Firefighter Candidate/EMS Specialist-Sergeant	Class 04 - Sergeant	Sergeant Paramedic	Class 04 b – Sergeant/Paramedic
Single-role EMS Lieutenant	MS Grade 11	Firefighter Candidate/EMS Specialist-Lieutenant*	Class 05 – Lieutenant	Lieutenant Paramedic	Class 05 b – Lieutenant/Paramedic
Single-role EMS Captain	MS Grade 12	Firefighter Candidate/EMS Specialist-Captain	Class 07 – Captain	Captain Paramedic	Class 07 b – Captain/Paramedic
Single-role EMS Battalion Chief	MS Grade 13	Firefighter Candidate/EMS Specialist-Battalion Chief	Class 08 – Battalion Fire Chief	Battalion Fire Chief	Class 08 – Battalion Fire Chief
Single-role EMS Deputy Chief	MS Grade 14	Firefighter Candidate/EMS Specialist-Deputy Chief	Class 09 – Deputy Fire Chief	Deputy Fire Chief	Class 09 – Deputy Fire Chief